

Excellent Educators For All - Steering Committee Meeting  
November 2, 2016  
Minutes

The meeting of the steering committee began at 4:30 PM in Conference Room A of the Collette Education Resource Center in Dover. Angeline Rivello opened the meeting. Eleven members were in attendance.

The main objective of today's meeting is to receive feedback on strategies outlined in the State Equity Plan from the Steering Committee.

**UPDATES FROM ANGELINE RIVELLO**

Angeline Rivello reviewed the background for the Educator Equity Plan and how it ties to ESSA as the single most important school-based factor affecting student achievement. DOE will be aligning funding and planning in relation to ESSA through Title funding and Consolidated LEA planning. The Performance Management Group is working on that plan. The meeting with Superintendents and Human Resource Directors on November 1 began work on the Equity Dashboard.

LEA's will start naming gaps and identify which ones are to be closed. The power point provided to everyone shows the timeline for LEA planning and also the timeline for data public release.

**COMMITTEE WORK GROUPS**

The committee broke into 3 working groups for 30 minutes to review the handouts:

1. One handout provided information on the challenges of turnover, experience, effectiveness, and diversity. The question is – How do we ensure that students from low-income families and students of color have equitable access to excellent educators?
2. The second handout provided the seven root cause/strategy focus areas named in Delaware's 2015 Excellent Educators for All Plan.

Each work group ranked those that they believed to be the most promising initiatives towards closing Delaware's educator equity gap of teacher experience, turnover, and effectiveness.

**WORK GROUP SHARE OUT**

Each of the three groups completed a form naming the priority root causes which they selected and gave rank order of the approaches. They also gave any additional strategies they had and wrote the rationale for the ranking they chose. This information will be consolidated into a document and attached to these minutes.

Each group discussed their findings.

**NEXT MEETING**

The next meeting of this committee will be held in January 2017.  
Meeting was adjourned at 6:30 PM.

Respectfully,

Diane Sullenberger  
Department of Education

Attachment: Feedback document

DRAFT

EQUITY STEERING COMMITTEE  
STRATEGIES FOR EQUITY FEEDBACK  
November 2, 2016 Meeting

**Rank Order of Approaches:**

**Christine Carrino Gorowara, Rob Grey and Tammy Croce**

1. *Recruitment, Selection & Staff Management* - Early hiring, with 98% guaranteed funding
2. *Recruitment, Selection & Staff Management* - Online platform, with state coordinating recruitment of overall pool, and funding for relocation, maybe in partnership with banks/realtors/other businesses.
3. *Recruitment, Selection & Staff Management* - Resource Toolkits, but updated/enhanced with such things as interview guides, protocols for soft skills like working with parents.
4. *Recruitment, Selection & Staff Management* - Exit Surveys – better to be collected by state than by former district.
5. *Recruitment, Selection & Staff Management* - Pathways to Profession – we like this option, although it needs to be developed well.
1. *Induction and Mentoring* - Our understanding is that Statewide Inductions & Mentoring Programs is a given, regardless of whether districts win a Comprehensive Induction Program Competitive Grant.

**Deb Stevens, Liz Hoyt, Cora Scott**

1. *Professional Learning* – Analysis of current initiatives in Professional Learning
2. *Professional Learning* – Statewide Professional Learning Opportunities (drawing from learnings and best practice of Analysis)
3. *Professional Learning* – Professional Learning Innovation Competitive Grants
1. *Educator Preparation* – Investing in Research-based Preparation Strategies
2. *Educator Preparation* – Expanding Pathways
3. *Educator Preparation* – Transparency in Outcomes

**Chris Kenton, Donna Johnson, Alonna Berry**

1. *Educator Preparation* – Transparency outcomes
2. *Educator Preparation* – Research-based strategies
3. *Educator Preparation* – Expanding Pathways
1. *Compensation & Career Pathways* – Raising starting salaries
2. *Compensation & Career Pathways* – Creating career ladders
3. *Compensation & Career Pathways* – Rewarding excellence
1. *Professional Learning* – Analysis of current initiatives
2. *Professional Learning* – Grants
3. *Professional Learning* – Statewide Professional Learning

**Additional Strategies:**

**Christine Carrino Gorowara, Rob Grey and Tammy Croce**

1. *Recruitment, Selection & Staff Management* - DOE should be recruiting for state as a whole, visit net exporter states (e.g. Pennsylvania, Michigan).

2. *Induction and Mentoring* - Statewide Induction & Mentoring curriculum should be reviewed regularly and updated. Selection and training of mentors is key. Teaching loads for mentors and novice teachers should be appropriately adjusted. Consider having novice teachers and members co-teach for one period/day. Require districts to set and measure goals. Use Competitive Grants program to allow districts to propose customizations and innovations. Highlight and share effective models statewide.

**Deb Stevens, Liz Hoyt, Cora Scott**

1. *Professional Learning* – Pilots of: Social Emotional Learning (i.e. compassionate schools)
2. *Professional Learning* – Restorative Practices
1. *Educator Preparation* – Review of curriculum by programs to more effectively address the needs of educators serving high school needs, such as cultural competencies, social emotional learning.
2. *Educator Preparation* – In implementing residencies, in urban and rural settings.
3. *Educator Preparation* – Lab school focusing on urban and rural settings.

**Chris Kenton, Donna Johnson, Alonna Berry**

1. *Educator Preparation* – Invest in recruiting initiative
2. *Educator Preparation* – Incentivising diverse teaching populations
3. *Educator Preparation* – Incentivising staying in DE/teaching in a high-needs area
4. *Educator Preparation* – Public, private partnership (increase funding) housing incentives/signing bonus
5. *Educator Preparation* – Tier I/Tier II programs – get scholarships/incentives
1. *Compensation & Career Pathways* – Expand creating career ladders – grow their professional to enhance their craft and those around them (i.e. National Boards). Could layer in skills & knowledge through PL – has to be an output, not an input.
2. *Compensation & Career Pathways* – Not just attraction but also retention – how do we retain in those same areas?
1. *Professional Learning* – After analysis- relook/rethink PL statewide; look at purpose and how it's used.
2. *Professional Learning* – Statewide policy shift around purposeful professional learning (micro-credentialing).

**Rationale for Ranking:**

**Christine, Rob and Tammy Croce**

1. *Induction and Mentoring* - Ranking not applicable – we are proposing combining the two options.

**Deb Stevens, Liz Hoyt, Cora Scott**

1. *Educator Preparation* – Residencies would provide candidates with experiential learning, particularly if a strand is designed around urban and rural settings better preparing the majority of new teacher candidates trained in DE creating a pipeline of highly trained candidates for urban/rural settings AND ultimately decrease turnovers as candidates enter the profession with the experience and competencies to serve these student populations.

2. *Educator Preparation* – There is a need to expand the pipeline of teachers prepared to serve students in high-need rural and urban settings, equipped with the skills and cultural competencies to serve students that have experience trauma, poverty, and racial inequity.
3. *Educator Preparation* – Meaningful data transparency can be used to drive stakeholder conversations about how to improve programs to more effectively prepare teacher candidates to meet the needs of rural/urban students.

**Chris Kenton, Donna Johnson, Alonna Berry**

1. *Educator Preparation* – Transparency Outcomes – ensure the accountability measures/metrics
1. *Compensation & Career Pathways* – We believe these are all important, but believe you must bring in teachers first by raising salaries to implement the other two.
2. *Compensation & Career Pathways* – Stipends for high need areas/schools (could be a cost-share).
1. *Professional Learning* – Analysis – Audit of current professional learning aligns with state professional learning standards.
2. *Professional Learning* – We feel we have to analyze our current state before implementing.

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11/7/16